



CHFS Walks the Talk; Kicks off Get Moving! Event for Employees

Above: First Lady Glenna Fletcher and CHFS Secretary, Dr. James Holsinger, lead about 700 employees on a one-mile walk outside the CHR Complex for the Get Moving CHFS! kickoff.

On Monday, April 11 First Lady Glenna Fletcher and Health and Family Services Cabinet Secretary, Dr. James W. Holsinger, Jr., led over 500 employees on a one-mile walk outside the CHR Complex for the Get Moving CHFS! kickoff. Get Moving Kentucky! Get Moving CHFS! is an activity of the CHFS Worksite Wellness program, which will serve as a pilot project for worksite wellness in state government as part of Governor Ernie Fletcher's Get Healthy Kentucky! initiative. Teams of CHFS employees will use pedometers to record their physical activity over an 8-week period with the goal of taking enough steps to walk across Kentucky.

"CHFS is leading by example. There is no more appropriate place for state government worksite wellness efforts to begin than the Cabinet for Health and Family Services whose mission is serving the health and quality of life needs for more than 4 million Kentuckians," said Dr. Holsinger. "It's one thing for us to tell everyone what they need to do, but quite another to actually walk the talk about physical activity, good nutrition, stress management and tobacco cessation. CHFS employees are literally taking a walk to reduce the cost of health care by improving their own health."

The cabinet's wellness and health promotion program aims to focus attention on wellness and establishing and maintaining good health practices rather than focusing on disease and illness. The goal is to inform and encourage CHFS staff to adopt healthy lifestyles that create a balance between mind, body and spirit and prevent disease and illness.

"Regular exercise is essential to a healthy lifestyle," First Lady Glenna Fletcher said. "It is a habit that should be developed in childhood and carried on throughout life. I am delighted to see that this program will encourage regular exercise among state government employees."

In November 2004, Secretary Holsinger appointed a 24-member Wellness and Health Promotion Committee made up of cabinet staff at the CHR complex to advise and support the Wellness and Health Promotion Program. There are four subcommittees dedicated to specific issues that collectively address health and wellness in a very broad sense. The topics the subcommittees will address were selected based on the Healthy Kentuckians 2010 report and the Kentucky Obesity Epidemic 2004 report. They are nutrition, physical activity, stress management and tobacco cessation.

Get Moving Kentucky! Get Moving CHFS! is the program's first activity and is sponsored by the Physical Activity subcommittee with support from the entire Wellness Committee. The eight-week program is based on the University of Kentucky's Cooperative Extension Service initiative called Get Moving Kentucky! For more information about Get Moving CHFS!, visit <http://chfs.ky.gov/wh.htm> or about Get Moving Kentucky!, visit <http://www.ca.uky.edu/fcs/factshts/heel-lr.910.pdf>.



Above right: CHFS employees participate in the Get Moving CHFS! kickoff.

Get Moving CHFS! employee update

Team progress for 'Get Moving' is measured in physical activity miles (PAMs). A PAM is defined as 15 minutes of continuous exercise or 2,000 steps. Activity for the program is not limited to walking. Any type of continuous exercise can convert into PAMs. For example, 15 minutes of dancing, lawn mowing or swimming can convert into one PAM. Get Moving CHFS! brochures have a lengthy list of exercises from which to choose, or employees can come up with their own personal routine. Each team's goal is to reach 420 PAMs by June 3.

Pedometers are still available to CHFS employees who are interested. Although the initial supply of pedometers was

distributed earlier this week, more are being ordered and will available soon.

Employees may donate \$1 to help defray the cost of the pedometers. Pedometers will only be distributed in the CHR building and are offered only as a means to keep track of individual steps. A pedometer is not required to participate in the Get Moving CHFS! program.

CHFS Focus Employee Spotlight: George G. Myers, CHFS Ombudsman

George G. Myers, 41, of Lexington has been named cabinet Ombudsman.

Myers is the Lexington-Fayette Urban County Government eighth district councilman and served the council as legislative aide from 2001 until his election to the council in 2004.



Previously Myers headed the Myers Group, a community development and urban revitalization consulting company. He has also worked as a senior project manager with Urban Strategies, Inc. of St. Louis, a planning and design firm specializing in community revitalization.

Myers has a master's degree in social work from Washington University and a bachelor's degree in social work from the University of Kentucky.

He is also a newlywed, married almost five months to the former Elizabeth Anne Adams, who Myers calls, "the most incredible woman in the world!" Mrs. Myers hopes to begin work this fall on her master's degree at the UK College of Social Work.

Myers said he looks forward to the challenges and rewards of his position.

"Under Dr. Holsinger's leadership, the Cabinet for Health and Family Services is becoming nationally recognized as a leader in state-level health and human services," Myers said. "I'm delighted to be working with a very highly skilled, professional staff dedicated to ensuring the people of Kentucky receive fair treatment and equal access to efficient, effective, quality programs and services."

The Ombudsman's office reviews case work and answers questions related to cabinet programs and services as a

means to both resolve citizen complaints and improve cabinet operations.

Myers said Secretary Holsinger's mission and vision for CHFS provides "an excellent road map to a very real set of measurable and achievable outcomes."

He is also motivated to improve the quality of work life for staff in the Ombudsman's office as a means to help staff reach their goals. He supports ongoing professional development and a holistic approach to employee relations that doesn't neglect emotional development. Myers said he wants staff to leave their jobs at CHFS "with more than they had when they arrived - more education, skills, competencies and professional knowledge. One of the most important characteristics of leadership is the ability to help those around you become better."

Myers is the youngest of three sons, all of whom now reside in Lexington. One of the most significant influences in his life is his father, Lou, who taught the Myers' children to be honest and instilled in them the value of an honest day's work for an honest day's pay.

"(My father's) work ethic and character were above reproach and he taught us to do right by others—even if they did not do right by us," he said.

Myers' cited his mother as another of his enduring inspirations. She set an example of determination that was impossible to ignore.

"In the 70s she enrolled in college with two boys in middle school and one in high school," he said. "She went on to graduate from the University of Kentucky with a master's in Social Work and she's been in private practice for 20-plus years. Her example is one of the reasons I enrolled in the University of Kentucky at 32."

A third, but no less profound, life inspiration for Myers is his faith. "One of my personal philosophies is that God didn't create any junk or mistakes!" Myers said. "When I finally came to understand who God is and that He created me with a purpose in mind, I set about finding His purpose for me, which is another reason I went back to college."

He said in his spare time he enjoys what any newlywed most enjoys: "Spending time with my beautiful bride! Beth and I enjoy good conversation, reading, serving others and spending time together with family and friends."

In announcing this appointment, Holsinger said, "George Myers is uniquely qualified by virtue of his experience and education to advocate both on behalf of the more than 4

million Kentuckians the cabinet serves and the hardworking case workers and cabinet staff who also deserve the Ombudsman's support and protection. We're delighted to welcome him aboard."

CHFS Focus Program Spotlight: Governor's Minority Management Trainee Program

Members tour CHFS laboratories and get an overview of cabinet programs and services.

Eight of the 12 members of the Governor's Minority Management Trainee Program (GMMTP) were welcomed by Dr. Stephanie Mayfield, FCAP, director of Laboratory Services, prior to their tour of the state forensic laboratory Thursday. They then received a briefing on the programs and services of the Cabinet for Health and Family Services (CHFS) by Secretary James Holsinger; Undersecretaries Mike Fields, Gene Foster, Mark Birdwhistell and Duane Kilty; Inspector General Robert Benvenuti; and General Counsel David Fleenor. The educational event was coordinated by Deputy Secretary Delanor Manson.

Attendees included Ivey Alexander, Education Cabinet; Tara Aziz, Environmental and Public Protection Cabinet; Darlene Barber, Economic Development Cabinet; Meredith Brown, Health and Family Services Cabinet; Jerome Eneje, Environmental and Public Protection Cabinet; John Nolley, Justice and Public Safety Cabinet; Timothy Thomas, Revenue Cabinet; and Janet Washington, Health and Family Services Cabinet. Singer Buchanan, GMMTP state administrator, and Mavis McCowan, former participant and CHFS GMMTP coordinator, also attended.

The two-year GMMTP program, the first of its kind in the nation, was established by Executive Order in 1995. It is designed to increase the representation of minority managers in state government and to help participants cultivate the skills needed to serve Kentucky's citizens effectively and responsively. Participants, usually no more than 14 individuals per class, receive in-depth, practical training through classroom instruction, on-the-job experiences and special projects.

The GMMTP also serves as a valuable resource for recruiting other qualified people to work in the Cabinet for Health and Family Services.

To apply for the GMMTP, applicants must:

- ◆ be an ethnic minority of African, Hispanic, Asian or Indian descent;
- ◆ have one year of state government service;

- ◆ qualify for a grade 10 job classification or higher; and
- ◆ aspire to be a manager and demonstrate exceptional management potential.

For more information on the program, see <http://gmmtp.ky.gov/>.

Advanced directives can ease end-of-life conflict

By Sue Crone, Branch Manager - Families and Adult Consultative Services, Division of Protection and Permanency



The recent news headlines on the life and death of Terri Schiavo have made many people wonder what would happen if they were in a circumstance similar to Schiavo's. What if their wishes were unclear? Would their family know what plan of action to carry out? What if there is no family? What can people do to prevent such a tragedy?

Can the same situation in Florida happen in Kentucky? In Schiavo's case, both her husband and her parents said they acted as she would want. But no one knew for sure without any written documents by Schiavo. Documents pertaining to end-of-life issues are called an "advance directive." KRS 311.621-644 is Kentucky's Living Will Directive statute. A living will allows a person to make his or her wishes known if they should ever be in such a life-and-death circumstance.

The Kentucky law allows any adult who is capable of making sound decisions to make an advance directive and requires that any person who may later act as that person's guardian or fiduciary be bound to follow the direction in the advance directive. The living will document also allows the person who makes a living will to designate a surrogate, or a person with legal standing to execute necessary medical decisions.

But what if you do not have an advance directive or if the one you have does not address your situation? Then who will be empowered to make decisions for you?

In Kentucky, the Living Will Directive allows the following people to make the decision: 1) the court-appointed guardian, if responsible for medical decisions, 2) the power-of-attorney, if specific authority for health care is included in the document, 3) spouse, 4) adult child or children, 5) parents or 6) the nearest living relative.

April 15, 2005

The person you give authority for your health-care decisions should be trustworthy and readily accessible. It is also important to make sure all key family members and any doctors you see know of your advance directive. You may want to provide copies of the document to your doctors.

Documents are available through many public sources including Hospice organizations and most hospitals. The safest course is to take the time to thoughtfully complete your Living Will and make sure others are aware of your wishes.

Read about Living Wills online at <http://lrc.ky.gov/KRS/311-00/625.PDF>.

For more information, contact Hospice of the Bluegrass at (800) 876-6005.

CHFS Focus Health Tip of the Week: Intervention is most effective treatment for autism

By Anne Parr, R.N.

Autism is a group of developmental disorders ranging from mild to severe, which is caused by a neurological abnormality in the brain. It is characterized by abnormal developmental communication skills, social skills and reasoning. It is four times more prevalent in males than females.



The causes of autism remain unclear, however, it is largely believed that autism is a genetic disorder.

There is no known cure for autism. However, early and intensive education can help children grow and learn new skills. The goal of these efforts is to help with the difficult symptoms of an autistic child and to improve the child's skills that help him or her talk, interact, play, learn and care for his or her needs. Medicines can relieve symptoms and be helpful for some people, but structured teaching of skills, often called behavioral intervention, is currently the most effective treatment.

For more information, visit www.autism-society.org.

April is Child Abuse Prevention Month - Recognizing the signs of neglect

As professionals committed to the service and protection of Kentucky citizens, it is our job to report any suspected abuse.

You can report suspected child abuse by calling the child abuse prevention hot line at (800) 752-6200.



Last week we learned what to look for if you suspect sexual abuse. Below are ways to recognize the signs of neglect.

Signs of Neglect

Consider the possibility of neglect when the child:

- ◆ Is frequently absent from school.
- ◆ Begs or steals food or money.
- ◆ Lacks needed medical or dental care, immunizations, or glasses.
- ◆ Is consistently dirty and has severe body odor.
- ◆ Lacks sufficient clothing for the weather.
- ◆ Abuses alcohol or other drugs.
- ◆ States that there is no one at home to provide care.

Consider the possibility of neglect when the parent or other adult caregiver:

- ◆ Appears to be indifferent to the child.
- ◆ Seems apathetic or depressed.
- ◆ Behaves irrationally or in a bizarre manner.
- ◆ Is abusing alcohol or other drugs.

Wellness Wednesday: Walk for Addictions' Sake

Do you know someone affected by tobacco-related disease or addiction? On Wednesday, April 20, use your break to show your respect and concern for them by walking the outside circle or the basement



hallway. In addition to earning a PAM, you are showing support and encouragement for your coworkers and loved ones that smoke to overcome their addiction to nicotine.

The nicotine in cigarettes is one of our society's most addictive drugs. While many smokers understand the health risks of tobacco use, the addiction makes it

April 15, 2005

impossible for them to consider quitting. For them it's more than a "stinky habit"; their body requires nicotine! Wednesday, make your concern for them something they can see. When smokers try to quit in a supportive environment the chances of success are greatly increased. Show them your support-walk for addictions' sake!

The 1964 Surgeon General's report announced the health-related risks of tobacco use – lung cancer, heart disease, and respiratory disease. Since that report, new research has shown that tobacco use adversely affects every organ of the body. In addition to the numerous cancers, the carcinogens in tobacco can cause:

- ♦ genetic changes that result in birth defects or developmental deficiencies in children
- ♦ increased risk of cataracts
- ♦ gum disease
- ♦ infertility and impotence
- ♦ a genetic increase in the risk of asthma
- ♦ the list of diseases caused by smoking has been expanded to include abdominal aortic aneurysm, acute myeloid leukemia, cataract, cervical cancer, kidney cancer, pancreatic cancer, pneumonia, periodontitis, and stomach cancer. These are in addition to diseases previously known to be caused by smoking, including bladder, esophageal, laryngeal, lung, oral, and throat cancers, chronic lung diseases, coronary heart and cardiovascular diseases, as well as reproductive effects and sudden infant death syndrome.

Tobacco use is a grave hazard to maintaining good health and the addiction to nicotine makes it a huge barrier to overcome. Let the smokers you know see that you are concerned about their health. Let's fill the circle Wednesday with people who care.

Reminder: Scheduled power outage for CHR Complex

All electrical power including the elevators and all lighting will be interrupted on Saturday, April 16 between the hours of 3 and 6 a.m. The building will be totally dark and all mechanical systems will be off during this period.

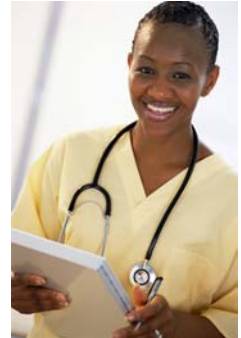


The outage will not occur if outside temperatures are **ABOVE 70 DEGREES.**

Nurses can apply for student loan forgiveness

Nurses in Kentucky may be able to save big on their student loans by applying for Best in Care benefits from The Student Loan People, but they'll have to hurry. The deadline for applying is May 2.

"The Best in Care benefits are very rewarding," said Anne Boyer of Louisville. A nurse at Klondike Manor in Louisville, Boyer took advantage of the benefits last year and has reapplied for them this year.



Best in Care is available to registered nurses, licensed practical nurses and licensed vocational nurses who work in Kentucky in hospitals, long-term care facilities, public health agencies and nursing education. The popular program has already saved Kentucky nurses more than \$1.4 million in student loan payments.

If the principal reduction is \$600 or more, The Student Loan People must issue an IRS Form 1099. Nurses should therefore consult their tax advisors about the possible tax consequences.

To download an application, visit studentloanpeople.com and click on the Best in Care icon.

For more information about Best in Care and low-cost student loans, visit studentloanpeople.com or call 888.678.4625.

More than just traditional snacks available at CHR Snack Bar

By Patricia Boler

The CHR Snack Bar and its operators have long provided the CHR building with affordable snacks, drinks and other products. The snack bar supplies employees with items ranging from Kentucky's own Ale-8 soft drink to fresh fruit as well as the traditional chips, snacks and coffees. Employees can also find convenience items such as greeting cards, stamps and headache medications.

Clyde Mayne, affectionately known as Buster, has worked in the snack bar for more than 17 years. In 1998, Buster took over full operation of the Snack Bar with the help of his wife Karen. The Maynes are a remarkable couple.

Both Buster and Karen are legally blind and operate The CHR Snack Bar through the Department of Blind.

Together the Maynes operate the Snack Bar as well as maintain the soft drink and vending machines throughout the building.

Currently, the CHR Snack Bar is striving to meet the needs of all employees in the CHR building. Many employees are now leaning toward a healthier lifestyle and are carefully watching their intake of calories and fat grams. The snack bar is providing items to meet the needs of this new generation of patrons.

In conjunction with the Cabinet for Health and Family Services, the snack bar now provides healthy choices in a variety of items. Employees can find lower fat versions of their favorite snacks as well as some new items. The snack bar provides fresh sandwiches, soups, and a variety of juices and vegetable drinks - such as V-8. The vending machines throughout the building also have healthier selections.

Once a frequent gathering place for the building's smokers, the snack bar has recently gone smoke-free. In November 2004, ventilation regulations required the snack bar to discontinue smoking in the area. As a result, the snack bar experienced an immediate decline in customers and sales. Although sales are beginning to improve, Buster is hopeful that employees will continue to recognize the new environment and the variety of choices available. He is committed to meeting the needs of employees throughout the CHR building.

If you haven't visited the CHR Snack Bar in recent months, take the opportunity to check out the new items that are available - and the new atmosphere. It's worth the walk - and a PAM for Get Moving CHFS! participants.

Reaching consensus takes time. Sometimes, honest disagreements within the group can set back decision making and diminish morale, but it's important for team members to feel that their voices can be heard and their opinions count. Leaders can encourage openness by asking the group for feedback and consideration of other scenarios. This process is critical to the success of the team and the professional development of staff.

You will have reached consensus when all members of your team have been heard through frank and honest meetings. Even if a final decision is not exactly what a specific member wanted, all members must agree to support the choice.

Employee Enrichment

By Anya Armes Weber



Employee Enrichment is a weekly feature for CHFS staff. These tips for making work better focus on team building, customer service and personal development.

To effectively communicate your office's messages to your entire agency and customers, you first have to reach consensus among your own team. Businessstown.com, a Web resource for small businesses, suggests that sharing a common language is important, because it allows your group to speak with one voice.